

IBT Gives Up Effort to End Government Oversight

In a surprising development, the IBT General Counsel admits that Hoffa's plans have been derailed for at least two years. How did it happen? See page 4.

Carhaul Contract Under Attack

What happens to a national contract when locals sign deals to undercut it? It's happened in carhaul. See what Teamsters are doing about it, page 7.



'More than 40 Joined TDU.'

"More than 40 members of my local have joined TDU in the last month. TDU is helping us pull together to put the strength and pride back in Boston Local 82. I've been a Teamster for 24 years. I encourage all good Teamsters to come aboard TDU."

Kevin McNiff, Shop Steward
Local 82, Freeman Decorating Co.
Boston

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Can the Teamsters Union

Change? to Win?

The Teamsters leadership has embraced a set of principles for the called "Change to Win." What are these principles, and how can we put them to work inside our Teamsters union? See page 5.

Teamsters: Take a Stand!

Proposed Law Threatens Pension Rights

Congress is considering a pension bill that would allow troubled funds to cut already-earned benefits, even for Teamsters who are retired less than one year. UPS management is pushing it. Why is James Hoffa going along? See what you can do to stop this legislation, page 6.

Also in this issue

Members Gear Up for Delegate Racesp.3

IBT Poll Ruled a Campaign Violationp.5

New England Fund Cuts Pensionsp.7

UPSers Win \$3.35 Million for Off-the-Clock Workp.8

TDU Sparks Debate on Organizing in Trucking Industry.....p.11

Letters From Our Members

IBT Needs New Leadership

The powerful voice of the Teamsters cannot be heard as long as Hoffa leads this great union.

Many of us have given Hoffa his space and time, expecting progress, but instead he has destroyed our pensions, watered down our health benefits and darkened prospects for any real national organizing.

Lies, corruption and rumors are the legacy of the Hoffa years. "Restoring the power" of the multiple pensions and outrageous salaries is what Hoffa is about. He has no record on fighting corruption, only a branding by his own RISE committee that he undermined their efforts to expose wrongdoing.

Hoffa fought hard against a \$2 dues increase [in 1993], saying it wasn't needed. He helped employers by weakening Teamsters on strike by making sure they didn't get the full benefits they needed from the strike fund to buy food and pay bills for their families.

We must not let Hoffa win another election. Teamsters deserve more than lies and corruption.

Aaron Belk
Local 667, Roadway
Memphis

Best Reason to Be a Teamster

I just received my recent copy of the Convoy Dispatch. After reading same I continue to have an increasing appreciation of the hard work being done by you and your co-workers. My only regret in the failed merger talks between the IBT and the Canadian GCIU members is that we won't be getting a chance to join with our like-minded brothers and sisters in the TDU. I am, however, encouraging all my brothers from the former GCIU to join with you in your commitment to bring honesty and democracy to the IBT.

Keep up the good work!

John D. Webster
President CEP Local 900G
Winnipeg, Manitoba

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org



East Coast Longshore Workers Organizing TDU-Style

On July 6, U.S. prosecutors in Brooklyn filed a racketeering lawsuit against the leaders of the International Longshoremen's Association (ILA), the union of 50,000 longshore workers on the East and Gulf coasts. The suit calls for, among other things, a fair rank and file election for International officers. The Longshore Workers Coalition (LWC), a rank and file movement, is organizing and growing. The members aim to build a strong, democratic ILA with an accountable and diverse leadership. Pictured above are some participants at a Houston meeting of the LWC in June. The ILA, unlike the West Coast ILWU, has long been burdened with corruption and an unaccountable leadership. Members are organizing coast-wide to take back their union.

Overpaid CEOs

In regards to the previous issue on high-ranking company officials rewarding themselves handsomely for their duties as CEOs: I work for Roadway and when I read that William D. Zollars of Yellow-Roadway compensated himself with \$6,854,001, I was outraged and appalled. That is over 152 times the amount of a top-scale Teamsters wage. And yet the union and the companies agreed on a 40-cent an hour wage increase for us. I ask, how do you justify that? When gas prices are at \$2.30 cents a gallon and the median home in Arizona is over \$205,000, how can the average American survive on this? It's time for some change in our union leaders. Hopefully in 2006 we will get a general president with better negotiating power.

P.J. Enea
Local 104, Roadway
Phoenix

Moms United

I got my *Convoy Dispatch* in the mail, and just about threw up from relating to the story about Mary Plagman-Markham's pregnancy woes at UPS. (I was nauseous anyway, since I'm preg-

nant myself.)

What we need is some sort of group (even just online) of women in non-traditional industries who are tired of being treated like this. We need to be doing more than just fighting to keep what little we've got. Don't tell me it's "pie in the sky" to expect anything more than the totally inadequate FMLA. Thanks,

Jen Wallis
BLET Division 518, BNSF
Seattle

Note: To get involved in this issue or for more information, contact webmaster@tdu.org

Pension Must Have Elected Trustees

We need to work to have elected trustees to all pension fund offices. We need to get rid of the Fred Gegare types.

Patrick C. Mayerl
Local 200, Schneider Tank
Milwaukee

TDU International Steering Committee

Co-Chairs:

Joe Fahey, Milwaukee Local 200
Maria Martinez, Pasco, Wash., Local 839
Michael Ruscigno, New York Local 802
Michael Sawwoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Jim Jacob, Providence, R.I., Local 251
Bob McNattin, Minneapolis Local 120

Members:

Richard Berg, Chicago Local 743
Dianne Bolton, Seattle Local 174
Gilbert Clark, St. Louis Local 688
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Roy Kruchten, Chicago Local 705
Sandy Pope, New York Local 805

Alternates:

Sam Putinja, Toronto Local 938
Matt Latzo, Washington Local 639
Larry Macdonald, Atlanta Local 728

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2004 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Members Prepare 2006 Campaign

Do you want to see a change in leadership in the Teamsters? Beating Hoffa in the 2006 election will take two things: a strong reform slate and a well organized campaign network.

TDU is committed to making both of these happen and making sure Teamsters have a positive alternative to the failed administration that's in power right now.

No reform slate has announced it is running for office. That needs to come together soon, but Teamster reform activists aren't holding back. They're laying the groundwork now for a successful challenge in next year's election.

"We'll need a strong reform slate with leaders who have a vision for rebuilding

Regional Reform Meeting

Atlanta Gathering Builds Forces for Change

Teamsters from 15 different locals in the South and Southeast converged in Atlanta on July 9 to discuss plans for the 2006 IBT election and delegate races, and to learn how to be more effective Teamsters.

Nearly all of the 50 members on hand are preparing to run for IBT convention delegate in early 2006. The meeting was an opportunity to share ideas and strategies for the elections.

"We need to take steps now to show Hoffa the way out of office in 2006," Nashville Local 327 member Matt Studd said. "And then we need to shut the door behind him for good."

Dan Scott, secretary-treasurer of Seattle Local 174, was a featured speaker at the meeting. Workshops addressed how to run for union office and how to overcome apathy and get members involved in the union.

"This was a terrific event," Local 391 retiree Frank Bryant said. "We brought a couple of carloads of people from North Carolina. We learned a lot and had a chance to meet many other excellent members and officers from other areas."

"At the conference, we brought together Teamsters from across the South who share the same goals," said Willie Hardy, a retired Local 667 member and TDU staff organizer. "We want to dump Hoffa in 2006 and build a stronger Teamsters union. We're building the rank and file network we need to make that happen."

our union's power," said Sandy Pope, president of New York Local 805 and a member of the Committee for New Leadership. "But for that reform slate to win, they'll need a strong campaign net-

work behind them. The time to build that is now."

What will it take to win in 2006 and what can we be doing now to get there?

Campaign Volunteers

Concerned members and local union officers are getting to work, holding local and regional events and pulling together campaign committees to win this election.

"There's a lot of anger in New England with the pension cuts and mid-contract givebacks in our UPS supplement," said Dave Whitney, a Boston Local 25 member. "We feel betrayed and we want Hoffa out. We're holding a barbecue on Aug. 28 in Worcester to pull together New England Teamsters who want to back reform candidates."

Money

There's no getting around it. A reform campaign will need money for staff, campaign literature, candidate travel, and more. Hoffa won the last election by outspending the reform slate by 10 to 1. We'll never match Hoffa dollar for dollar and we don't need to. Grassroots campaigns win elections with sweat and hard work, not big cash and slick PR. But our campaign will need money, and it needs seed money to get started.

That's why members are kicking off their fundraising efforts now.

"It's going to take a real war chest to run a strong campaign in 2006," said Greg Kujawa, a member of Minneapolis Local 638. "We'll need to pony up some serious cash to support our candidates. In Minnesota, we plan to raise thousands and we're getting started with a picnic fundraiser this summer."

Delegates

To get on the ballot, reform candidates will need to be officially nominated by 5 percent of the delegates at the 2006 IBT Convention. In 2001, the Hoffa administration complained that there should not have been an election and tried to keep all opponents off the ballot by putting the squeeze on convention delegates.

That trick failed in 2001, but Hoffa is redoubling his efforts for next year. Local campaign committees are needed not just to get out the vote in the officers' election, but to win local union delegate races so that reformers will be at the IBT Convention next June to nominate a reform slate.

For more information, contact the Committee for New Leadership, P.O. Box 3392, Bayonne, N.J. 07002, or via email at newleadership2006@gmail.com

New England Teamsters:

Mad about Pension Cuts?

Want to Dump Hoffa in 2006?

Picnic to Build New England Campaign Network

Sunday, Aug. 28

Noon to 3 p.m.

American Legion Post 318

180 Greenwood Street

Worcester, Mass.

Directions: Mass Pike to Exit 10A toward US 20. Left on US 20. Right on Greenwood Street.

For more information:

Jack Reardon, 508-756-2967

TDU East Coast, 718-287-3283.

newleadership2006@gmail.com

Bring your family. We reserve the right to exclude individuals who are opposed to our efforts to elect new IBT leaders in 2006.

Most Races Scheduled for Winter 2006

Early IBT Delegate Elections Kick Off

Many Teamsters are already setting their sights on running for IBT Convention delegate. Members are hot about benefit cuts and other broken promises by the Hoffa administration.

Delegates to the June 2006 IBT Convention, our union's highest body, can set IBT policy, speak out on our union's direction, and amend the IBT Constitution.

Every local union will hold nominations and a mail-ballot election for convention delegates. This balloting will give every member a chance to send the Hoffa administration a message.

Several locals with high percentages of seasonal members will be conducting elections this summer. Locals with officer elections in the fall could opt to run their delegate race at the same time, but very few locals have chosen this option.

One exception is Louisville, Ky. Local 89, one of the IBT's largest locals and a key battleground with 17 delegates and 10 alternates at stake. Members there are gearing up for September nominations for the delegate race. Their officers election will take place later in the fall.

"Four years ago, [President] Fred Zuckerman and his Local 89 delegates

went to the 2001 IBT Convention and rubber stamped everything Hoffa put forward," said David Thornsberry, a UPS package car driver. "We plan on winning the delegate race this fall. We need to clean up the mess they've made for working Teamsters over the past five years and take a strong stand against the pension cuts that have devastated so many members."

The bulk of IBT delegate elections will take place in winter 2006, with nominations in January.

By Sept. 30, all locals must submit a local union plan to the independent election supervisor with the exact dates for nominations, ballot mailing, and counting. A complete worksite list also must be made available on that date.

If you are running for convention delegate, make sure you request a copy of your local union's plan and worksite list on or after Sept. 30.

It is not too early to start making campaign plans. Many members are not familiar with delegate elections or why they are important, so it is vital to start leafleting early and continue through the election.

Members who are fielding delegate slates are holding local meetings and TDU workshops. Workshops on running for delegate will also be held at the TDU Convention in St. Louis, Nov. 4-6.

Contact TDU for help with fliers, to set up a workshop, or for other assistance.

Victory: Privacy for Campaign Supporters

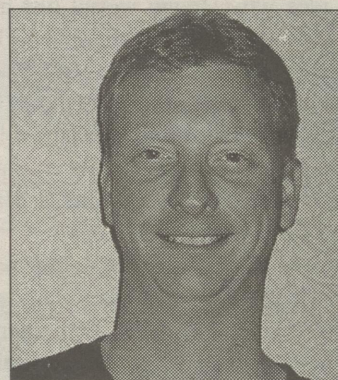
On July 21 the independent supervisor for the IBT election issued an advisory that allows only the last four digits of U.S. social security numbers or Canadian social insurance numbers to be used to identify members, instead of all nine digits.

This means members signing accreditation petitions for candidates or donating money to candidates can pro-

tect their privacy by providing just the last four digits.

TDU submitted this proposed change to the election supervisor and the U.S. attorney on June 2, 2005, along with a strong argument in favor of encouraging membership participation in an era when many people are concerned about privacy and identity theft.

'We Need to Clean Up Their Mess'



"We plan on winning the delegate race this fall. We need to clean up the mess they've made for working Teamsters over the past five years and take a strong stand against the pension cuts that have devastated so many members."

David Thornsberry, UPS
Local 89, Louisville, Ky.

IBT Attorney Admits:

Hoffa Corruption Wrecks Possibility of Ending Government Supervision

In an embarrassing retreat from his promises to "run a corruption-free union" and "get the government out of the Teamsters," James Hoffa has officially sacked all plans to try to negotiate an end to federal supervision of our union.

On July 20, Hoffa's General Counsel, Pat Szymanski, told the *Daily Labor Report* that the Hoffa administration has given up its goal of ending federal supervision until at least 2007.

According to the *Daily Labor Report*, "Szymanski said the controversial conclusion of Project RISE, which might have served as the self-policing mechanism taking the place of the IRB, leaves the union in an inferior position to be able to end federal supervision."

The article went on to report, "Szymanski said that the damage resulting from Stier's departure has derailed the union's plans" to try to end the federal consent order.

Embarrassing Failure for Hoffa

The announcement is an embarrassing admission of failure and a huge retreat for the Hoffa administration, which spent \$15 million over five years on Project RISE. Hoffa's goal was to use RISE as leverage to end the consent order for the Teamsters.

But Hoffa's leverage disappeared when RISE director Edwin Stier and his



Another day, another broken promise.

entire staff of investigators resigned in protest in April 2004, and issued a report blaming Hoffa for stifling anti-corruption efforts, including investigations of organized crime influence.

In the year since then, Hoffa paid another huge sum of union money to Edward McDonald to issue yet another report, supposedly to get to the bottom of the corruption allegations that led to the collapse of RISE.

Instead, McDonald issued a white-wash. The Hoffa administration released a portion of the McDonald report on July 14. It says nothing on the anti-corruption program. It consists solely of a denunciation of Stier, the former federal prosecu-

tor Hoffa handpicked, paid millions of dollars of dues money, and hoped would end federal supervision of our union.

Just a week after the McDonald report's publication, the Hoffa administration has openly admitted that this effort not only failed, but backfired, making any efforts to end federal supervision of our union pointless until at least 2007.

Union Far from Clean

Hoffa first promised 10 years ago to rid the union of corruption and establish an independent anti-corruption program.

After Hoffa's two terms in office, experts say we are farther than ever from that goal.

The Association for Union

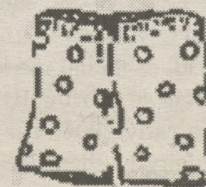
Democracy's Herman Benson told the *Daily Labor Report*, the Teamsters "are no place with respect to reform and they are worse off than they were before Project RISE. The very guy they hired to do the job now says they can't do the job."

So now our Teamsters Union has no anti-corruption program and no hope of replacing the Independent Review Board (IRB) with an internal clean-up program as long as Hoffa is at the helm.

No wonder Hoffa is hunting for a scapegoat and Teamster members are looking for new leadership in 2006.

The full 302-page report by Edwin Stier on corrupt influences on the Hoffa administration and other documents on this issue are available at www.tdu.org.

Labor Shorts



How Many Kanes Are There?

In the June issue of Teamster Leader there is an article entitled, "Not your father's organizing campaign."

That may not be quite true: Hoffa has appointed Kate O'Connor, whose father is International Rep Dan Kane Sr., to head up the drive to organize Wal-Mart. Kane Sr. already has three sons on the Teamster payroll.

Chicago: Where Do Expelled Teamsters Go?

Where do old guard officials go after they are expelled from the Teamsters for corruption? Hoffa's former running mate Billy Hogan is making good money in business. Former International Trustee Bob Simpson went into management. Hoffa's former Special Assistant Dane Passo runs a Chicago pizzeria.

The Chicago Senese family is busy helping employers try to defeat Teamster organizing.

The Senese family ran Chicago Teamster Local 703 until the early 1990s, when Dominic Senese was charged with being a member of La Cosa Nostra. He signed an agreement and was banned from the Teamsters. His son, Lucien Senese, was also banned.

They then put Dominic's nephew Joey Senese in charge, and moved their operations to a union called "National Production Workers 707" which signs sweetheart contracts with companies who want to keep out the Teamsters or other real unions.

Recently Chicago Teamsters in Local 705 organized shuttle drivers and others at the rail yards. Sure enough the phony union, now headed by Joey Senese, signed a deal with a contractor in a move by the rail carriers to undercut the Teamster drive.

We contacted Joey Senese for his views on union busting, but he denied he was ever in Local 703 or that he is related to his uncle Dominic and cousin Lucien.

Drive to Privatize Social Security Losing Ground

President Bush has not given up on an overhaul of Social Security with private investment accounts. However, its public support continues to fall.

According to the Wall Street Journal, by 57 percent to 33 percent, Americans now say the move to invest Social Security contributions in the stock market is a "bad idea," and opponents are much more likely to say their minds are made up. A plurality in every age group opposes the idea, and senior citizens—who hold disproportionate influence in midterm elections because of their high voter turnout—are hostile by 71 percent to 19 percent.

Hoffa-Mack Associate Charged

IRB Charges International Rep

On July 14 the Independent Review Board (IRB) charged John Kikes with a long period of purposeful association with Billy Hogan after Hogan was banned from the Teamsters in 2002. Kikes has been a Hoffa International Rep for six years and is the president of Oakland, Calif., Local 78. His boss is Local 78 Secretary-Treasurer Steve Mack, the brother of International Vice President Chuck Mack.

Kikes testified under oath to the IRB that he never reads the *Teamster* magazine; that he didn't know Hogan had been kicked out of the Teamsters (only that Hogan was "out of the loop"); and that he

had no idea why Hogan would just happen to show up at Bally's Casino in Las Vegas while Kikes was there for a Teamster Golf Committee meeting. He also testified that Steve Mack invited Billy Hogan to visit their table during a meeting of the Golf Committee. Mack denied it under oath.

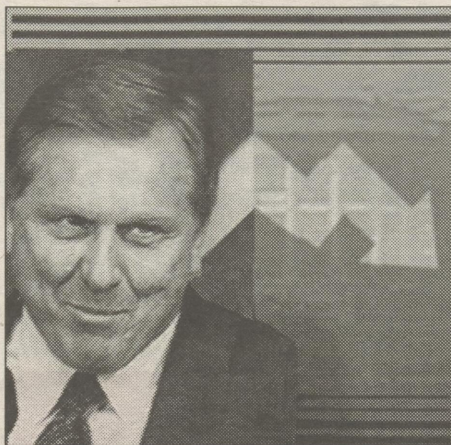
Hogan, Hoffa's former running mate, was banned from the Teamsters Union in May 2002 for attempting to implement a sweetheart contract in Las Vegas with a company in which the Hogan family had an interest.

Kikes did not return a call to comment.



Tired of the corruption? Irritated at the nepotism? Write a letter to Convoy Dispatch! Tell us your name, where you work and what local you're in. Mail your letter to TDU, P.O. Box 10128, Detroit, MI 48210 or email it to letters@tdu.org.

TDU Convention ♦ St. Louis Nov. 4-6



Hoffa Caught Using Union Funds for Campaign Poll

The IBT election is more than a year away and already TDU has caught James Hoffa using members' dues money for campaign purposes.

On July 15, independent Election Supervisor Richard Mark ruled that Hoffa used union funds to poll carhaulers on how they would rate Hoffa's job approval. As a result of the violation, Hoffa was ordered to pay \$2,000 to the union and to share the results of the poll with opposition candidates who later became accredited.

Hoffa inserted his campaign questions into an IBT poll of Teamsters who work for Allied Holdings, the largest carhaul employer. The members were also asked if they would accept mid-term contract concessions. On June 1 carhaulers got their first wage increase in three years, and Allied balked at paying it. Allied has been losing money (and cutting Teamster jobs) consistently for several years.

The poll questions were written by Hoffa's campaign consultant, Richard Leebove, and his campaign manager, Todd Thompson. Neither has any experience representing carhaulers.

The election protest was filed by Allied driver and Local 957 member Rob Hackett and by TDU, both represented by attorney Barbara Harvey. Hoffa was represented by his campaign attorney and son, David Hoffa.

Will the Teamsters Union

Change to Win?

James Hoffa has been getting a lot of press these days for being part of a group of labor leaders who formed the Change to Win Coalition. What does this new group stand for, and what does it mean for Teamsters?

The Change to Win Coalition, led by the Service Employees (SEIU) and joined by the Teamsters, United Food and Commercial Workers, UNITE-HERE, the Laborers, Farm Workers, and Carpenters says its purpose is to make organizing the unorganized in each union's "core industries" a major priority. The theme they are putting forward is that current union members can't win good contracts, preserve jobs, or save health benefits or pensions as long as the labor movement keeps shrinking.

As we go to press, James Hoffa is on the verge of taking the Teamsters out of the AFL-CIO. With almost no discussion beyond Hoffa's own staff, on July 20 the General Executive Board gave Hoffa and Tom Keegel the unilateral power to split from the labor federation.

What does this mean for Teamsters?

In the short term, the big split among top labor leaders could lead to more weakness and division, but possibly to new strategies. It may lead to unions trying to lure members from each other (raiding) instead of organizing new members.

Is there anything positive for working Teamsters in this split at the top?

In the bigger picture, the question is whether Hoffa is prepared to apply the principles that he has signed onto by joining the Change to Win Coalition inside the Teamsters union.

After all, only 1 percent of every Teamster dues dollar has gone to help support the AFL-CIO; just \$9 million out of \$700 million in annual Teamster dues. Hoffa tried to get about \$4 million of that rebated back to the Teamsters.

So the real question is, is the \$700 million in dues going to protect the future of Teamster members?

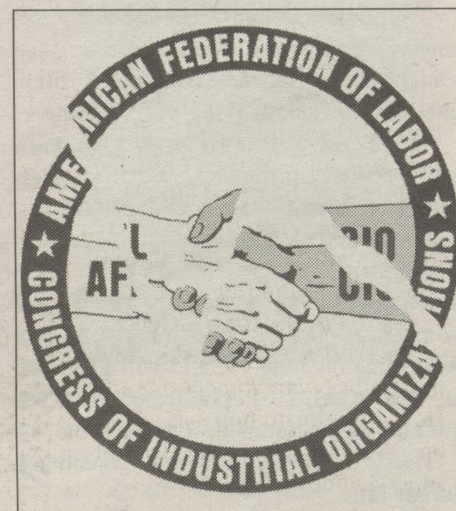
With that in mind, Teamsters should take a look at the Change to Win Coalition program, endorsed by James Hoffa and Tom Keegel, and see if we can apply it to the Teamsters union. Here are the key Change to Win planks:

Organize in core industries to build power

This is a central Change to Win theme. The Teamsters union must take on Overnite, DHL, FedEx, and other major targets in our core industries. Some of this has started, but much more needs to be done in trucking, construction, warehousing and food processing. In a July 13 letter to the General Executive Board, Local 805 President Sandy Pope pointed out that the 2002 dues increase added \$65 million to the international union's annual budget, only a small fraction of which is being used for organizing. If we are to Change to Win in the Teamsters, we need to redirect resources now spent on multiple salaries, golf matches and PR into core industry organizing.

Stop the "race to the bottom"

Change to Win says that "affiliates under-



cutting bargaining standards should suffer penalties."

This is a good principle for our union. For an important example, see "Carhaul Deals Endanger Contract" on page 7. Local 120 has just signed substandard contracts in direct violation of the national carhaul contract. We could apply the Change to Win program right now to help save the carhaul contract.

Rebates to affiliates that are putting resources into organizing

"Half of what unions now pay to the AFL-CIO should be rebated to unions that have a strategic plan and commitment to organizing in their core industries," Change to Win says. This model can be applied to the Teamsters union: Locals spending significant money on organizing in Teamster core industries could get a rebate of half the per capita paid to the International. This would enhance the ability of locals to organize as part of a coordinated program to build Teamster power.

Diversity

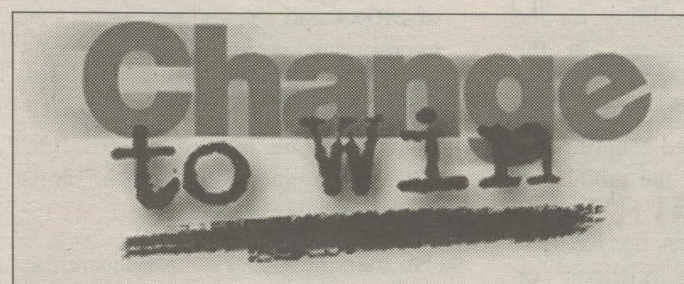
"The AFL-CIO must make diversity at all levels of the labor movement a central strategic objective, with standards and timetables, including ensuring that the diversity of the membership is reflected in elected leadership," says Change to Win.

Presently there is one African American, one woman, and no Latinos among the 24 voting members of the General Executive Board.

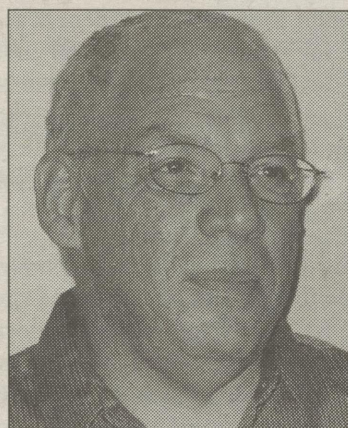
Clearly, we do need to Change to Win in this area.

The Teamster leadership has embraced the Change to Win program. The next step is a thorough discussion about applying these principles inside our own union, and then using them to build a more powerful and democratic Teamsters union.

All quotes and platform planks are from www.changetowin.org under "Restoring the American Dream."



TDU Convention: I'll Be There



"When I got called for a poll asking my thoughts on both carhaul concessions and my opinions about Teamster officers like Hoffa and Doc Conder, it seemed suspicious. TDU solved the puzzle and traced it back to Hoffa's machine misusing union funds.

"TDU's network of rank and file Teamsters comes together every year at their convention. I've been to conventions before and I'll be back this year to make the most of that network."

Rob Hackett
Local 957, Allied System
Dayton, Ohio

St. Louis • Nov. 4-6

Take Action Now to Protect Your Pension

Teamsters are taking action now to protect our pensions from dangerous proposed legislation that could make it easier for multi-employer plans to cut retirement benefits.

Your urgent action is needed to contact your Congressional representatives and leaders of the Senate's Health Education Labor and Pensions (HELP) Committee.

The Pension Protection Act contains many positive provisions. But a dangerous amendment was added at the last minute to the House version of the bill (HR2830). The so-called Red Zone Amendment was passed by the House Committee on Education and the Workforce on June 29, and will go to the full House. All 29 Republicans voted yes and all 22 Democrats declined to vote.

The U.S. Senate will now consider a similar bill.

The Red Zone Amendment would allow troubled pension plans to cut benefits that members have already accrued—and even to cut the benefits of already retired Teamsters who retired less than one year before enactment.

We can defeat this legislative attack on our pensions if we act now. TDU urges you to contact your representatives and senators, and the chair and ranking

Democrat of the Senate HELP Committee, to urge them to oppose a provision that would allow troubled pension plans to cut already-earned pension credits, including those of retirees who have been retired less than one year.

Urge Hoffa to Act to Protect Earned Pension Benefits

UPS management lobbied heavily for the bill's passage. But the bill was also supported by the trustees on the Teamsters Central States Pension Plan. And James Hoffa hailed the bill as a "great first step."

In a letter to all local leaders in February, IBT leaders complained that "Trustees are limited by ERISA and can only affect [cut] future accruals." ERISA is the federal pension law that makes it illegal for pension plans to cut benefits that employees have already accrued.

The Hoffa administration has taken this weak position to try to appease UPS management who are pushing for pension cuts under the threat of breaking out of Teamster plans altogether.

Rather than be intimidated by UPS management, our union needs to stand up against them and their moves to cut Teamster benefits or split our pension funds. Teamster members and officers

should urge our international union to join with pension advocates such as the Pension Rights Center to oppose changing ERISA to allow cutbacks in already earned pension benefits.

Further information is available at www.tdu.org. To write to leaders of the U.S. Senate HELP Committee:

- Senator Mike Enzi, Chair, Senate HELP Committee
Web: enzi.senate.gov
Fax: (202) 228-0359
- Senator Edward Kennedy, Ranking Democrat, Senate HELP Committee
Web: kennedy.senate.gov
Fax: (202) 224-2417

TDU Convention Pension Countdown



- Defend our Retirement
- Learn from Pension Experts
- Organize our Action Plan

The Teamster Convention is only a year away. Reformers at the TDU Convention will help draft resolutions to make pension trustees accountable to the members. Workshops will focus on the crisis in Teamster pensions and how members can reclaim what's ours. If you want to take back your pension and your union, this is the place to be!

Come to St. Louis: November 4-6

Pension Reform Debate Leaves Out Families, Future of Pension System

The current debate in Congress over pension "reform" tends to leave out the most important issues: protection of pension benefits for families, and protection of our pension system into the future. Instead the debate is focused too narrowly on cutting benefits and allowing corporations to eliminate defined benefit plans—plans that have been crucial to eliminating old-age poverty in the U.S.

Two experts who testified earlier this year in Congress addressed these broader concerns. Teresa Ghilarducci is a professor of economics at the University of Notre Dame. Norman Stein is a professor of law at the University of Alabama who teaches and writes on labor and employee benefits.

Below are excerpts from their testimony before the House Committee on Education and the Workforce. These comments were addressed to the Bush Administration's proposed legislation on single-employer plans (not Teamster plans), but show the kind of approach that is needed to deal with the pension issue.

The multi-employer (including Teamster plans) legislation now before Congress has the same pro-employer slant that these experts noted in the earlier bill.

See www.tdu.org for full testimony.

On the roots of the "crisis":

- Norman Stein: "The worst of the problems of defined benefit plans are concentrated in a few industries that

have undergone major structural change, partly in response to actions taken by the federal government. ... If the airline industry had not been deregulated, United, Delta and U.S. Airways would have been better situated to fund their pension plans adequately."

- Norman Stein: "As a society, we need to accept some responsibility for the current financial problems in the defined benefit system. We should not lose sight of a simple fact: the current fiscal stresses on defined benefit plans and the PBGC are not the product of illegal fraud committed by mendacious corporate managers nor the selfish actions of the millions of

Americans who have relied on defined benefit plans. Rather, the problems are, at least in retrospect, the results of the laws that Congress enacted and of actions taken by the Executive branch."

On the proposed reform legislation:

- Teresa Ghilarducci: "The whole idea of ERISA and pension protection was to ensure that promises made and indirectly paid for by workers weren't reneged on. But this bill steps away from protecting accrued benefits. The bill unfairly places the losses of funding failures on workers."
- Norman Stein: "The administration

proposal would require that certain underfunded plans freeze future benefit accruals and would bar benefit improvements. Such restrictions are wrong, so long as new benefits are funded and old benefit liabilities are being amortized under appropriately rigorous schedules."

On access to information:

- Teresa Ghilarducci: "Why not add a worker representative on the board of trustees? ... [T]hrough their representatives they would have a genuine link and awareness of ongoing pension funding issues. A worker representative would further transparency goals."

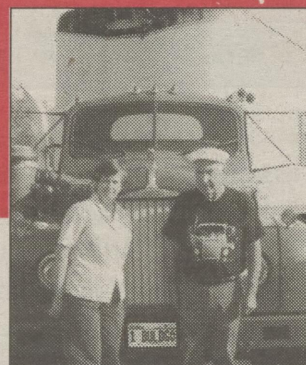
On what needs to be done:

- Teresa Ghilarducci: "Implement funding rules that freeze benefit accruals for funds with below 60 percent funding, but don't make 80 percent a blanket trigger. ... [R]eform should help employers find ways to stay in the system and get through short-term difficulties."
- Norman Stein: "Existing employee benefit expectations should be respected. ... [R]estrictions on employees' access to certain types of benefits, or the immediate negation of certain benefit guarantees, or a mandatory freeze on new benefit accruals, should be avoided wherever possible."

We'll Be There!

Since Delmar retired from PIE, he has had time to lovingly restore this equipment and to take it to some truck shows as well as the Labor Day parade.

Delmar and his wife Sarah will be at the TDU Convention to stay involved with the movement for a better Teamsters Union and the movement to protect our pensions.



Delmar and Sarah Bequette, with their 1963 Mack and 1950 Trailmobile trailer.

**TDU Convention 2005
November 4-6 • St. Louis**

New Restrictions on Early Retirement

New England Teamsters Hit with Pension Cuts

Teamsters in New England reacted angrily when the New England Pension Fund announced new benefit restrictions—including eliminating 25-and-out and 30-and-out pensions before age 57.

The changes were announced on July 15, just two weeks after the fund announced that its assets grew for the second straight year. In all, the fund's assets have grown by more than \$429 million in the last two years.

The pension cuts come despite James Hoffa's promises after he negotiated the "Best Contract Ever" at UPS—as well as after freight and carhaul negotiations—that members' pension benefits would be secure for the life of these agreements.

New England pension accrual rates are frozen. New contracts will have to increase pension contributions by 5 percent per year to maintain the present rate of accrual.

The biggest cuts are in early retirement. If you do not have enough years of credit by July 31, 2005, you will not be eligible for 25- or 30-and-out until age 57. Members who do have 25 or 30 years of credited service, but are under age 57, are protected from the cuts by federal law and can get their earned pension. (This federal "anti-cutback" protection is now under legislative attack. See story, page 6.)

UPS and other employers wanted the fund to make even more drastic cuts to members' benefits, but union trustees refused.

No Grandfathering Protections

Unlike in the past, the changes did not include grandfathering provisions to protect Teamsters who are close to making their 25 or 30 years and were planning to retire soon. Members were given just two weeks notice of the changes.

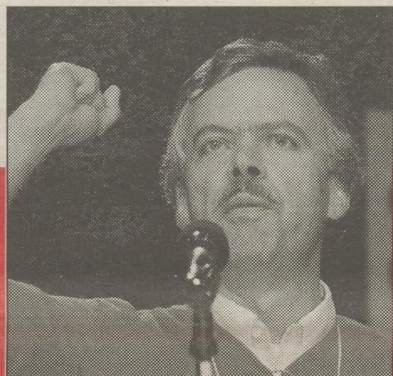
TDU has received numerous reports of members' retirement plans being thrown into chaos by the changes.

"I had planned to retire in November 2005 once I made my 30 'good years' after 36 years as a Teamster," said Dan

Faust, a ready-mix driver from Local 42 in Lynn, Mass.

"Now my retirement has been put off for two more years until I turn 57. What really shocked me is they did not grandfather us in as they've done in the past. It's wrong and cold."

There's an additional catch that punishes Teamsters with 25 years who continue working. Beginning July 31, these Teamsters will have their pension frozen until they reach age 57. So a Teamster who is 53 with 27 years credit, with an accrued pension of \$2,300 per month, could work the next four years with zero pension improvement. Then, at 57, the pension would snap back to the full rate. But a member who has to retire before 57 because of injury or the closure of their company would work extra time for no additional benefit.



"At next year's Teamster Convention, concerned officers and rank-and-file delegates have to push for real action plans to protect members' pensions, and changes in the IBT Constitution to make union pension fund trustees more accountable to the members and contractual agreements that have been negotiated."

"These pension cuts hit members and officers alike without advance notice and without any grandfathering provisions for existing contracts in order to keep negotiated pension promises in effect."

**Tom Gilmartin, Secretary-Treasurer
Local 559, Hartford, Conn.**

Making Members Work Longer

The fund notice said openly that the goal was to get members to work longer.

"I've had some of the union trustees on the fund tell me you really shouldn't be looking to retire that early," said Jack Reardon, a UPS feeder driver and vice president of Local 170 in Worcester, Mass. "That's what I expect to hear from the company. You try driving for 25 or 30 years and then be told you need to

spend several more years behind the wheel. It's not right.

"We used to say, 'When I hit 30 years, you can retire me but you can't fire me.' Well that's out the door," Reardon said. "I'll have to work 36 years to be 57. Members are asking, 'What did we do to deserve this?'"

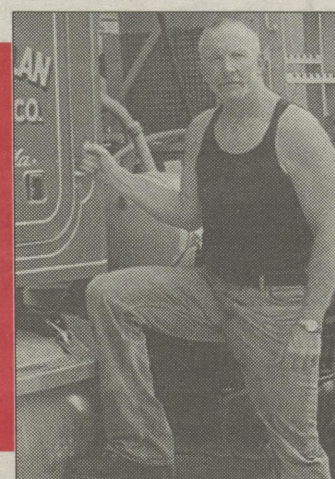
While most Teamsters don't retire before age 57 and will be hurt very little, many do retire early. Others are forced to because of company closures (including the Red Star victims) or health factors. These Teamsters are going to take the brunt of the imposed cuts.

Other Teamsters hit by the cuts are members who sacrificed wage increases in recent contract negotiations in order to get pension contributions high enough to

"I had planned to retire in November 2005 once I make my 30 'good years' after 36 years as a Teamster. Now my retirement has been put off for two more years until I turn 57. What really shocked me is they did not grandfather us in as they've done in the past."

It's wrong and cold."

**Dan Faust, MacLellan Concrete Co.
Local 42, Lynn, Mass.**



maintain eligibility for special service pensions—for which they won't qualify under the new rules.

That's just what happened to approximately 900 bakery drivers covered by a recently negotiated regional agreement with Interstate Bakeries Corporation.

These members took a two-year freeze in their commission rate in order to stay eligible for 25- and 30-and-out pensions.

That contract promise has been broken. But these Teamster drivers are not getting back their commission increases.

Members Fight Back Against New Concessions

Carhaul Deals Endanger Contract

Recent deals designed to allow carhaul employers to attract business are in clear violation of the national contract and raise questions about which direction the division is heading. So far, carhaulers are not getting any answers.

Minnesota Local 120 recently signed deals with E&L Transport and Allied Automotive Group that call for a mileage pay rate of 85 percent of the contract rate. The E&L deal has a gradual catch-up provision but the Allied deal does not. There is no provision in the national contract that would allow this kind of cut-rate deal by any local union.

Local Officer Condemns the Deal

John Thyer, secretary-treasurer of St. Louis Local 604, sent a letter to James Hoffa on July 14, writing, "I was told that the Local had worked out agreements with both employers. I am here to tell you that the Local has no right to bastardize the NMATA and as the national chairperson it is your responsibility to correct this atrocity."

He notes that no vote was taken, and that Hoffa should take action to stop individual locals from "freelancing agreements that will ultimately destroy the wages, benefits and working conditions of the carhaul industry."

The IBT bragged about the deals on the Teamster website, noting that some 20 jobs at Allied were gained from work that was previously hauled nonunion. Article 22 of the contract does allow for certain contract adjustments to gain new work, but spells out exactly the pay rate, and this deal is in clear violation of that rate.

Article 22 does not allow local unions

to just invent new deals below the contract.

A one-way haul at the 85 percent rate means an overall rate of about 43.9 cents per mile with reduced loading and unloading pay as well.

Dangerous Past Practice

E&L was given a similar deal at 85 percent of scale in Selkirk, N.Y., in late 2003. This was in violation of the contract, but the International did not stop it, so Local 120 officials claim it as justification for their recent deal in Minnesota. If one local makes a substandard agreement, does that mean others can do the same? This is exactly the danger.

Carhaulers and local leaders are concerned that side deals by local unions that undercut the wage rates in the national contract could spread, damaging our union and destroying our contract.

The danger is already spreading. It now appears that Cassens has requested the same deal for traffic coming out of the Warren (Lordstown), Ohio, railhead.

Where are James Hoffa and Carhaul Director Fred Zuckerman on this matter? Have these agreements been approved, as is required by the contract?

Brian Adams, Cassens steward from Nashville Local 327, told us, "The International is sinking to a new low. Instead of organizing, which they apparently don't know how to do, they just want to lower the contract wage. This has to be exposed and stopped now, or it's sure to spread."

Members need to rise up and say no, loud and clear, while there is still time. Petitions to Hoffa are starting up, calling for action now.

Ask the Teamster Troublemaker

Part-Time Pension Puzzle

"I recently heard that some part-timers at UPS are in Teamster pension plans. As a part-timer I was in the company plan. After I went full-time, I didn't get any credit toward my Teamster pension for my part-time years. After Central States announced the pension cuts, they said there are not enough active workers in the Fund. Then why aren't the part-timers in the fund?"

UPSet at UPS

Dear UPSet,

What you heard is true. UPS part-timers are in Teamster pension plans in two of our union's biggest pension plans, the Western Conference and New England, and they are also in the Upstate NY Plan. This dates prior to 1979, when UPS contracts were regional and local.

When part-timers are in the company plan, it's lose-lose just like you said. When you go full-time, your part-time pension credit doesn't follow you. The small pension that comes from part-time years isn't much. Reciprocal benefits with Teamster plans help members qualify for 30 & Out—but the monetary value of our part-time years is pathetic. In areas where part-timers are in the Teamster plans, members get a much better deal.

The fact is most part-timers don't qualify for any pension, because it takes five years of part-time work to vest in the UPS pension plan.

Where do their pension contributions go? Where part-timers are in the company plan, that money goes right into the company's pocket. But in the West and the Northeast, it stays in the pension fund where it benefits other Teamsters.

If part-timers were in the Central States Fund, UPS would pay approximately \$140 million more per year in pension contributions to the fund.

The result would be a stronger pension fund for everyone and pension credit for our part-time years. Win-win instead of lose-lose.

As part of the fight to reverse the pension cuts and restore the long-term health of our Teamster pension plans, we should be working to include all UPS part-timers in Teamster pension plans in the 2008 negotiations. If UPS can do it in 18 states, they can do it in 50 states.

"Fooled" at Contract Vote

"When our last contract was negotiated, the BA didn't tell us the whole story. The local had a meeting where they just

told us about the wages and a few other things. Months later, when we finally got a copy of the contract, we found new language that weakened our seniority rights. Isn't this illegal?"

Won't Be Fooled Again

Dear "Won't Be Fooled"

The IBT constitution requires a secret ballot vote on contracts, and federal law (the Landrum Griffin Act), requires a "fair and informed vote." A verbal review of select improvements that leaves out important language changes falls short of that standard. I don't blame you for having a beef.

The problem is that once the contract signed, it is likely legally binding even if it was not properly ratified. Even if you sued your union leaders, your employer would surely claim a valid, signed contract. When it comes to fair contract

votes, it's easier to prevent abuses than to correct them afterward.

To prevent this in the future, you need to talk to other members who "won't be fooled again." When the next contract talks

begin, get signatures on a petition or group letter asking the local to take the proper steps to protect members right to a "fair and informed vote" by:

- providing advance notice of any contract ratification meeting;
- making the complete text of all changes available to members before any vote;
- providing members with time to review the changes, ask questions, and discuss the pros and cons before a secret ballot vote is held.

It's up to us, the members, to enforce our right to a fair contract vote. For help, contact TDU.

Who is the Teamster Troublemaker?

Employers are quick to label any member who sticks up for the contract or questions management's authority as a "troublemaker." Educated "troublemakers" have always been key to building a strong Teamsters union. "Ask the Teamster Troublemaker" is a column dedicated to spreading the information that educated troublemakers need to enforce members' rights and build a stronger Teamsters union.

If you have questions about issues in this month's "Ask the Teamster Troublemaker" column, or if you have a question or comment for a future column, call TDU at (313) 842-2600 or email us at tdu@tdu.org

Teamster Officials Meet to Discuss UPS Contract Enforcement

In June, officers and BAs attended a meeting in Chicago to discuss the international union's plans for UPS contract enforcement. Three years into the UPS contract, it is the first such meeting held.

Whether the Chicago meeting is the start of something good or just a pre-IBT election chance to politic remains to be seen. But if the IBT says they are setting a new course, we should hold them to it.

One point addressed at the meeting was the need for the grievance panels to standardize decisions and stop undercutting contract language. What mechanism will the IBT put in place to make this happen? The horse-trading of grievances and other nonsense will only stop if the International provides strong and clear leadership. At the meeting, James Hoffa and others laid the blame on local leaders, but the problems are national in

scope and the key grievance panels are run by International appointees.

Information gathering was stressed as key to the IBT's plan. They distributed a packet consisting of four sheets that locals can use to gather information from members on 9.5 (excessive overtime) grievances, supervisors working, and subcontracting. These are important problems across the country. If you don't see this material from your local in the near future, you may want to ask about it.

The meeting was advertised as the place where plans would be put forward to deal with the issue of UPS' growing nonunion divisions: Overnite, Logistics, feeder work subcontractors, and SCS. No such plan was put forward.

There may be more meetings and more mailings to UPS members as the campaign for IBT president heats up.

UPS & Downs

Washington UPSers Win \$3.35 million

UPS has agreed to pay \$3.35 million to settle a class action lawsuit over off-the-clock work done by package drivers on their meal breaks.

The claims stem from a class action lawsuit filed by four rank and file Teamsters. Most of the settlement will be distributed among all UPS package car drivers in the state of Washington, with an average payout of \$1,700 per driver, according to attorney David Mark. The settlement covers the period of June 2000 to October 2003.

UPS had little choice but to settle the suit. Management knew from the DIAD records that drivers were scanning and delivering packages during their meal breaks. UPS driver Joe Duvall of Vancouver, Wash., helped the case by writing to upper management in 2002, telling them that off-the-clock lunchtime work was a problem and they could see it just by looking at DIAD records.

Congratulations to the Teamsters who participated, to Seattle Local 174, and to attorney David Mark.

UPS Profits Strong at Home and Abroad

UPS' second quarter financial results show that the company is on course for a record-breaking year in 2005. The results also indicate that UPS is holding its own in the domestic parcel market, despite growing competition from FedEx and DHL.

Domestic package revenue jumped 5.7 percent in the second quarter, with average daily volume increasing 3.2 percent to 12,652,000. Domestic operating profit rose 13.2 percent. The company's domestic performance, given the saturation of the market and the overall state of the economy, continues to be strong.

International operations show even better results. Revenue grew 22.7 percent in the second quarter and operating profit rose 41 percent. International package volume rose 13 percent.

This strong growth has pushed UPS' after-tax quarterly profit to \$986 million.

Profits in 2005 will likely be nearly \$1 billion more than at the time of the signing of the "best ever" 2002 contract, yet UPS has voted along with other pension fund trustees to cut Teamster benefits. What is wrong with this picture?

TDU Recruitment Corner

TDU is a grassroots movement of 10,000 Teamster members working together to build a stronger union. TDU is 100 percent owned and operated by Teamster members. Our membership dues make it possible for TDU to exist as an independent source of information and support for rank-and-file Teamsters. That's why dedicated TDU members recruit their fellow Teamsters to support TDU.

"More than 40 members of my local have joined TDU in the last month, and we're going to keep building support for TDU up here in Boston. We want the companies to respect the contracts that we fought so hard to get. TDU is giving us information to help us do that. TDU is helping us pull together to put the strength and pride back in Local 82. I've been a Teamster for 24 years. I encourage all good Teamsters to come aboard TDU."

Kevin McNiff, Shop Steward
Local 82, Freeman Decorating Co.
Boston

Freight Lines

Roadway Change of Ops Raises Big Questions

Roadway's proposed change of operations to consolidate its billing office in Toledo and collections in Los Angeles has stirred up more questions than answers. The first hearing was postponed and another is coming in August. Hopefully positive answers will be forthcoming.

The change would eliminate 92 Teamster office jobs in 17 states and afford those Teamsters a chance to move, with 78 jobs going to Toledo.

A copy of a brand new unsigned white paper contract by Toledo Local 20 has circulated to many of the affected locals and is the source of many concerns. It reads more like a corporation's first offer. The top wage rate in this contract is \$16 for full-timers and \$14 for part-timers. This is far below union scale, plus there is no limit on the number of part-timers.

Teamsters are being told if they move they would retain a "red circle" frozen wage rate. This would set up a three-tier contract. The Central States pension contribution rate specified in the Local 20 deal is \$1.80 per hour under scale, meaning pensions could be in jeopardy. Another question is what is happening with the nonunion offices.

This is a serious situation for the affected Teamsters, most of whom will lose their jobs. The union leadership needs to insist on full job protection and an NMFA-quality contract in Toledo.

USF Reddaway Contract Passes; Seattle Votes No

The Reddaway white paper contract which covers Portland, Seattle and smaller locations in Oregon passed in July, despite a resounding rejection by members of Seattle Local 174. They are concerned about inadequate and unequal health and welfare protection in the last two years of the four-year pact.

Management attempted all along to peel Local 174 away from the Oregon locals by making divisive offers, including a "final" offer that only offered Oregon or company health coverage to Washington Teamsters. Through the solidarity of the entire committee, the first two "final" company offers were pulled back without a vote.

The final contract, which contains four years of full maintenance of benefits (MOB) for Oregon healthcare and two years MOB for Washington healthcare, could have been even better if the full committee had continued its solidarity. On a positive note, the leadership of Local 206 (Tom Leedham) and Local 324 (Cliff Baker) continued their unwavering support of Washington Teamsters until the end.

Local 614 Members Reject Holland Proposal

Teamsters at USF-Holland in Pontiac, Mich. voted down an effort by the company to introduce the use of part-time dock workers. Holland claimed they need the ability to hire non-CDL qualified employees to address the shortage of qualified drivers. The company would select and train "part-timers" for CDL qualification. Holland has been given this change in contract language under "letters of understanding" at a number of Michigan locals. Pontiac Teamsters didn't buy it.

Members insisted on a vote and Local 614 allowed it. Holland drivers found the proposal too vague. It wasn't clear why it was necessary. What's the problem with moving the ten-percenters up the seniority list and hiring more casuals? In the end, members rejected the proposal because they couldn't get straight answers.

I'll Be There



Dick Herman
Local 299, Yellow
Detroit

"The TDU Convention is the place to learn how to make our union better. I learned more in two days at my first convention than I learned in the previous 20 years in the Teamsters. Whether it's pension issues or what's going on in the freight industry, I can count on the workshops and discussions at the TDU Convention to help me figure out what plan of action we need. I encourage every Teamster committed to reforming our union to be in St. Louis in November."

TDU Convention: St Louis Nov. 4-6



San Francisco Chronicle Teamsters fight demands for huge concessions. Teamsters in San Francisco are fighting demands to cut wages by more than 10 dollars per hour, slash benefits and degrade working conditions. Members and supporters of the San Francisco Web Pressmen & Prepress Workers Union (GCIU-Teamsters) Local 4N rallied in front of the *Chronicle* building on July 11. They are facing Frank "Darth" Vega, the man in charge of the papers in Detroit during the 1995-2001 Teamsters/CWA/GCIU strike and lockout against *The Detroit News* and *The Detroit Free Press*.

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Only in Australia: One Tractor Will Attempt to Pull 120 Trailers

According to a press release from Australia, "At midday on the 18th of February 2006 at Clifton on the Darling Downs an attempt to break the world record for the longest road train with a single prime mover as per Guinness World Records rules will be made."

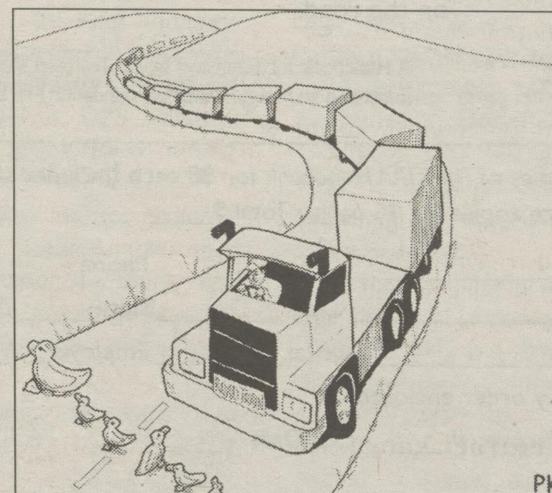
"A brand new tri-drive Mack Titan supplied by Mack Trucks Australia will be used to pull the trailers. The tires will be supplied by Bridgestone Tires and the turn-table by

Holland Hitches.

"Driver John Atkinson will attempt to reclaim the record he helped set in Mungindi in March 2003."

"An estimated new record of 1,800 meters [1.1 miles] consisting of over 120 trailers will have to be moved more than 100 meters [109 yards] by a single prime mover."

Thanks to Charles Demastus' Freight Haulers in Cyberspace for bringing this historic event to our attention!



Members Demand Contract Details

Southern Cal Bargaining Gets A New Look

For the first time in recent history, the grocery contracts in Southern California will be negotiated separately. If it's done right, it will be an opportunity to address problems that have been ignored in past negotiations.

In June, Teamster leaders had a meeting on how the separate negotiations would proceed. They agreed that the first target would be Stater Brothers. Stater is not a national chain, so it would be harder for the company to take a strike.

Additionally, they were not hit by the battle with the UFCW last year, so they are in a better financial position to improve the contract. Finally, Stater's is opening a new distribution facility this year and it doesn't need a labor dispute to interfere.

Regional Organizing Strategy

The plan is to use the Stater's settlement as a pattern for the others.

This was a good strategy, but then Local 630 Secretary-Treasurer Paul

Kenny jumped the gun. In a surprise move, Kenny announced a tentative agreement with Unified Western Grocers.

Even though other locals involved with Unified were not aware of the deal, Kenny scheduled a ratification vote for July 19 at the work sites.

The contract does not expire until mid-September so there was no need for a rushed vote.

Members also wanted written copies of the proposed agreement before a vote was taken so they could thoroughly review the offer.

Then, suddenly the vote was called off. Whatever the reason, now there is the opportunity to use the strategy used in other parts of the country. The union should let the warehouse companies know that each settlement must be better than the previous one, and then stick to it. This has resulted in improved contracts in the industry. It's time for Southern California to do the same.

Grocery Bag

Nonunion Helpers—Are Nonunion Drivers Next?

Sysco Teamsters in Southern California are expressing serious concerns over the use of nonunion helpers to assist drivers with unloading deliveries. Joint Council 42 President Jim Santangelo is allowing Sysco to do this. Additionally, management has said they might need temporary drivers as well.

The company is using the excuse that they can't hire enough drivers. Many Teamsters feel the real problem is the company's bad treatment of them. Overloaded trucks, harsh discipline, and an all-around lack of respect are the real reasons they feel there is a shortage of drivers at Sysco.

Instead of using this shortage as leverage to pressure the company to improve working conditions and treat drivers better, Santangelo is allowing nonunion workers to further erode working conditions and threaten future Teamster jobs. These nonunion workers pose a huge threat not only to Sysco workers, but also to the whole industry. The nonunion helpers will be experienced and could be used to assist the company in the event of a strike—and rest assured that when other companies hear about these nonunion helpers, they will want the same thing.

Many companies are experiencing a shortage of drivers. We need Teamster leadership that will capitalize on this shortage to create better Teamster jobs.

Electronic Leashes for Warehouse Workers?

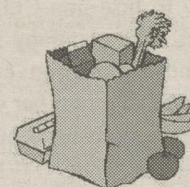
Many warehouse and grocery workers are probably familiar with RFID technology used to track inventory, but *The Guardian*, a major British newspaper, reports that warehouse operators in Britain are now tagging workers also. Researchers and the union are concerned that "the new technology is raising a host of ethical issues, with the danger that the computer is taking over the human rather than humans using computers" and that "the employee is unable to do anything without the machine knowing or monitoring."

California Grocery Stores to be Sold

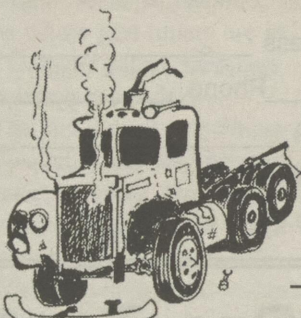
Kroger, operating as Ralphs, Bell Markets and Cala Foods, is looking to sell 20 of its 48 Northern California stores and shut another five. Potential buyers include Unified Grocers in Southern California and C&S of New Hampshire. According to *Supermarket News*, either would be more interested in securing the distribution side of the operations and would probably spin off the stores to individual operators.

Bond Ratings for Big Three Grocers Down

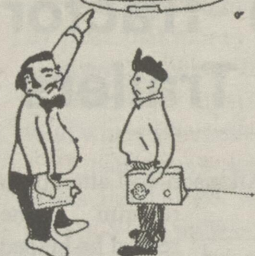
Three major Teamster employers, Kroger, Albertsons and Safeway, had their credit ratings cut in June to one grade above junk bond status. According to Standard & Poor's, the change comes in part "from the lengthy labor dispute in Southern California." This reinforces the idea that the toll taken by the conflict with the UFCW last year puts Teamsters in a position to stand strong in upcoming negotiations because of the risk the companies would take in provoking another shutdown.



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The STAA Handbook: How to Use the Surface Transportation Assistance Act (STAA) to Enforce Truck Safety and Protect Your Job.



Every company talks about their dedication to safety, but it doesn't stop some of them from pushing workers to drive dangerous equipment or to drive when they are sick or fatigued. This book explains what your protections are and how to use them to protect your job and maintain safety on the road.

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A Handbook for Teamsters by the Teamster Rank and File
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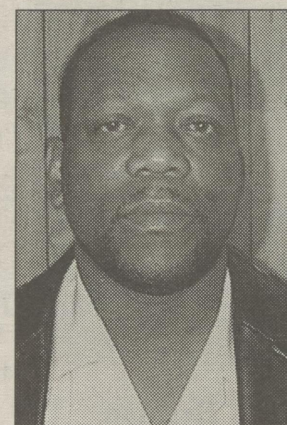
For more books or info: (313) 842-2600

www.tdu.org tdu@tdu.org

TDU Convention St. Louis Nov. 4-6

"The TDU Convention this year is a big one because of the election in 2006. We've got to plan how we're going to give Hoffa the boot and elect a president who cares about the members of the union and will do what it takes to restore real Teamster power. Come to St. Louis this November—it's the next step to taking back our union."

Chuck Robinson
Local 952, Albertsons
Orange, Calif.



I'll Be There

Reform needed to save Local 814

New York Movers Strike Ends in Sellout

Striking commercial movers from New York City Local 814 are back at work after being sold out by local officials who accepted a contract that guts Teamster standards in the industry.

Under the new agreement, all new seniority list and industry employees will be "apprentices" for life. They will permanently work for 75 percent pay; their pension accrual will be slashed in half; and they will earn no annuity benefits. Seniority list and industry employees lost \$5 per hour in annuity contributions over the life of the contract as part of \$10 million in overall givebacks.

Because the employers can now pay "apprentices" and casuals \$7.45 less per hour than full scale Teamsters, management has a huge incentive to avoid hiring full-scale industry employees. Theoretically, the contract requires companies to hire casuals and full-scale industry employees according to a one-to-one ratio, but weak

enforcement by the union means the companies regularly violate that language.

Lax Enforcement, Damaged Pensions

"Some of the companies are going crazy using casuals right now," said Walter Taylor, a Local 814 Teamster who opposed the givebacks as a leader of the Committee for a Just Contract. "If we don't enforce the one-to-one ratio, our pension fund is going to keep getting weaker because the companies don't have to make pension contributions for casuals."

The Committee for a Just Contract proposed language that would make it easier for the union to police the one-to-one ratio and penalize companies that

violate it, but like other rank-and-file suggestions, Local 814 officials ignored it.

Rank and File Lead, Leader Retreats

In May, the Committee for a Just Contract mobilized members to reject these same concessions by a two to one margin. During the strike, members organized roving pickets to shut down moves being done by scab labor.

"The members were ready to fight to save our contract," Taylor said, "but when it became obvious that our officials weren't behind us, members got discouraged."

With the strike, members were able to beat one important concession that would have given employers and Local 814 president Pete Furtado the right to push through additional givebacks in workrules with no membership vote. That provision was removed from the final agreement.

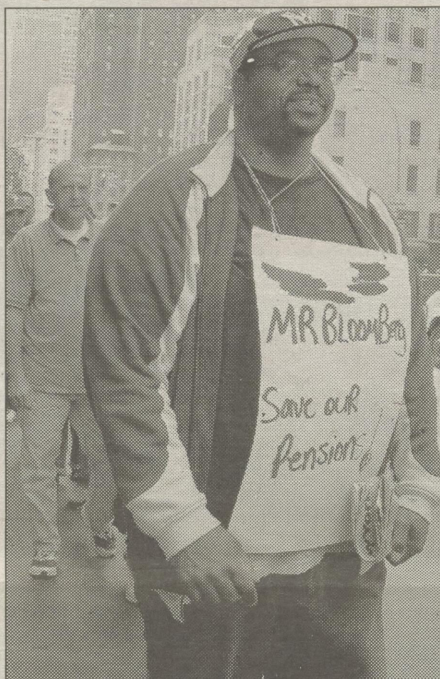
Furtado then held a sneak-attack ratification vote at 7:00 AM on a Sunday morning, the day before a

scheduled union meeting. The contract was narrowly approved.

Afterwards, Furtado claimed in an IBT press release that, "The issue that led to the strike is resolved." An IBT press release at the beginning of the strike had accurately stated that the real issue was the massive attack on members' pension benefits and industry standards.

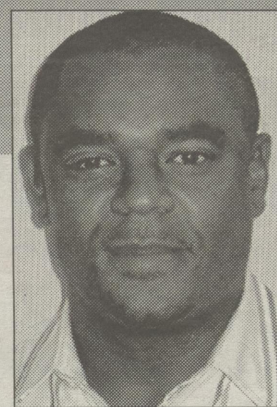
Members will have a chance to send Local 814 officials a message when balloting is held next winter to choose Local 814's delegates to the IBT Convention.

"Local 814 members deserve to be represented at the convention by delegates who believe in fighting for strong contracts and protecting members' pensions—not by the local officers who sold us out," Taylor said.



Walter Taylor on the picket line

I'll Be There



"My favorite part of the TDU Convention is meeting other members from around the country. We get to share our experiences, ideas and strategies for dealing with all sorts of issues affecting Teamster members. What goes down in St. Louis today is useful knowledge for what I may face tomorrow in New York. The TDU Convention puts the members first and that's all to the good. Get there because you won't regret it!"

Dwayne Jenkins
Local 805, Fordham University
New York City

TDU Convention St. Louis • Nov. 4-6

Union Struggles Win Millions from Tyson

Struggles led by former Local 556 leaders are still paying off for Tyson meatpackers even though the company broke the union at its plant in Pasco, Wash. in a bitter fight last March. Employees won an \$11.4 million victory in a lawsuit over Tyson's wage and hour violations on July 22.

This victory follows an earlier wage and hour lawsuit victory for \$7.3 million that the company has appealed all the way to the Supreme Court. Tyson workers also won more than \$800,000 when a judge upheld an arbitration victory won by Local 556 over the company's unlawful change to workers' meal breaks.

The company had appealed the arbitration ruling in court in order to delay

this payout.

Tyson's endless legal delays and appeals were part of the company's union-busting strategy.

Their goal was to convince members that Local 556 could not enforce their rights. Tyson narrowly won a decertification election in February after threats to close the plant if Teamsters voted to keep their union. Workers had defeated a union-busting effort at the company last year.

"These victories do more than put \$12 million in workers' hands," said Maria Martinez, the former secretary-treasurer of Local 556. "They show workers can beat even multinational corporations when we stick together."

Convoy Sparks Organizing Debate

Convoy Dispatch has sparked a discussion on the need for a Teamster strategy to organize, after the mega-mergers of UPS-Overnite and Yellow-Roadway-USF. This debate continues among drivers, Teamster leaders and employers.

Traffic World, a trucking industry journal, analyzed the debate in "Drive to Organize: Union dissidents want strong Teamsters response to UPS, Yellow Roadway nonunion acquisitions" in their July 4 issue.

They noted, "TDU warned that the Teamsters' existing foothold in trucking could slip if nonunion operations take away business from their union counterparts within newly merged trucking companies."

The analysis included the emphasis in *Convoy Dispatch* on the need for major campaigns to bring the nonunion sections into the Teamsters: "Organizing Overnite will demonstrate that the Teamsters can and will organize integrated transporta-

tion companies wall to wall. Organizing the nonunion divisions of Yellow Roadway and DHL is also critical. ... You can bet your lunch money that Yellow is not planning to have those 21 [USF] terminals go Teamsters unless we make it clear they will not operate profitably unless it happens."

Management attorney Thomas Krukowski countered TDU's viewpoint: "I believe they are unrealistic. [There was] a demonstrated effort by the Teamsters to organize Overnite. They failed to do that."

Management is plain wrong on this one. We can organize UPS-Overnite, USF, and DHL too. We have tremendous clout over these corporations because of the many Teamsters at each of them. We can use that fact to once again make the Teamsters Union a powerful force in trucking.

But we need a plan and the leadership to carry it through.

Quotes from Labor History

“Those who profess to favor freedom and yet depreciate agitation are men who want crops without plowing up the ground. They want rain without thunder and lightning.”

Frederick Douglass, Abolitionist, 1857

A New Beginning for Our Union Starts in St. Louis **TDU Convention 2005!**

**Do you want to Rebuild
Teamster Power and
Dump Hoffa in 2006?**

**Then join hundreds of
Teamsters at the TDU
Convention, Nov 4-6.**

Learning New Skills & Strategies for Reform

The convention will feature dozens of educational workshops, including:

- Beating apathy and getting members involved.
- Running for local union office.
- The legal rights of union stewards.
- Advanced workshops on grievance handling, contract bargaining and local union administration.



“The pension cuts put an end to Hoffa’s honeymoon. Teamsters in the Central States are angry and we want change.

“It’s time to take back our locals and our International.

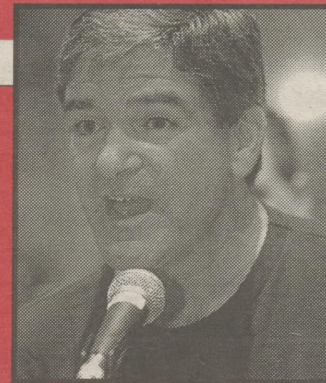
“If you want to beat Hoffa in 2006, you need to be at the TDU Convention in 2005.”

Scott Webber
Local 728 Recording Secretary
Atlanta

“It’s extremely important that YOU attend the TDU Convention. The convention is where plans will be set for winning delegate elections, taking a stand at the IBT Convention and winning new leadership at the top of our union.

“Be there—it’s the first step toward a new future for our union.”

Mike Ruscigno
Local 802, New York City



Building to Win in 2006

- Meet the candidates who will challenge Hoffa in 2006.
- Get the scoop on IBT Election Rules.
- Plan a winning campaign for your local area.
- Get tips on running for Teamster Convention delegate.
- Help make reform plans for the 2006 IBT Convention.

Planning for Power on the Job

- Jurisdictional meetings for UPS, freight, carhaul, warehouse, rail, GCIU and more!
- Caucus meetings for African American, Latino and women Teamsters.

Confronting New Challenges

- UPS/Overnite: Protecting UPS and freight Teamsters; Organizing the trucking industry’s #1 union buster.
- Building unity and Teamster power in rail.
- Countering the attack on good Teamster jobs in carhaul, warehousing and other jurisdictions.

TDU Convention Information

■ The convention will begin on Friday at 1 p.m. and end Sunday at 3:30 p.m. ■ All events will be held at the Radisson Hotel in downtown St. Louis. Rooms will be available through TDU at a special group rate. ■ For more information, contact: TDU 313-842-2600 • tdu@tdu.org • www.tdu.org